

December 1, 1955

Management REPORT

No. 150

PROMOTIONS of Ray Dupuis, assistant resident manager since 1953, and Jack Miller, plant engineer, were announced yesterday. Mr. Dupuis will become resident manager of the CZ St. Helens division on January 1, replacing Ray Schadt who is moving to Vancouver, B. C. as vice president in Charge of manufacturing for CZ Canada, Ltd. Mr. Dupuis went to Camas schools while his father was mill superintendent; later attended Notre Dame and U. of W. During his 25 years of CZ service he has held the positions of assistant resident manager at West Linn and resident manager at Port Angeles.

Mr. Miller is being promoted to the newly created position of manager of maintenance and engineering, in which he will assume Mr. Dupuis' full responsibilities, effective immediately. He joined CZ in Camas in 1936 as a laborer after earning his degree in electrical engineering at OSC. He is a graduate of CZ Paper School; was promoted to plant engineer in 1953.

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INQUIRIES have come to the personnel department concerning employment for students during the Christmas vacation. At the present time, it appears that students should not count on work during the holidays. A survey of the extra board last week revealed that men had averaged between 20 and 25 hours for the week. Women averaged 20 hours. The seven extra board women most recently hired had not been called in for three weeks; therefore, since no work was in prospect for them, they were terminated. About 25 men who had received no work during the last pay period and who had not come in to report were presumed to be working elsewhere and were cleared from the payroll. This leaves 60 men on the extra board and 32 women, most of whom are getting some work each week. Our labor situation is normal for this time of year as those terminated had been hired within the last few weeks for temporary jobs only or to fill out the last of the vacation relief schedule. We believe that work is well stabilized now and it seems probable that there will be little, if any, hiring in the near future. Of course, in industry unforeseen circumstances sometimes occur suddenly to change the picture one way or another.

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RAINFALL since last Management Report - 4.31 in. Heaviest down-pour for any one day occurred last Saturday, 1.28 in. Highest temperature, Saturday, 57°. Lowest, Thurs., 33°. River level today, 12.9 ft.

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DALE POWELL, yard maintenance, received a special award of \$105 last week. The check was presented by Supt. Jack Atkins for Dale's idea concerning improvement on track take-up on the caterpillars.

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KYI MEETINGS; subject, What Goes on in the Office: Thurs. (today) 3 P.M., No. 2 finishing room, speaker, C. I. Knapp; 4 P.M., laboratory, shift No. 4, MacMaster assembly room; speaker, R. G. Stewart. Monday (Dec. 5) 1 P.M., development lab personnel, CRD auditorium; Dr. K. G. Booth, speaker. Wed. (Dec. 7) 4 P.M., No. 1 lab shift; conference room; speaker, R. G. Stewart.

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THIS IS S-D DAY: Local police and highway patrol tell us this: from 12:01 till 9:40 this A.M.: Camas - no accidents reported: Southwest Wash. - none: State - 8 accidents - two including personal injuries. Last 10 days; 8 fatalities in state; 10, same period last year.

The damaged 2-car display at the mill entrance was arranged by JayCees Tom Paisley and Hoover Peake. The blue car was in an accident causing it to overturn into the Washougal river. The other car met up with a tree. Both are warnings to make every day S-D Day.

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SINCE CHRISTMAS comes on Sunday this year, a few persons have asked which day will be observed as a mill holiday. The Uniform Labor Agreement, under which we and the employees of the other 38 member mills operate, provides in Section 7 "...Independence Day, Labor Day, and Christmas shall be restricted holidays on which no work shall be done during the following hours. . .Christmas - 40 hours (4 P.M. December 24th to 8 A.M. December 26th)." Thus the mill will observe that schedule with the few exceptions of jobs agreed upon which are "necessary in the protection of life and property."

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MERGER OF GAYLORD CONTAINER CORP. and Crown Zellerbach Corp. was formally approved by stockholders of the respective companies at special stockholder meetings held in St. Louis and San Francisco Nov. 22. The announcement of the acceptance of the terms of a merger agreement adopted by the Boards of Directors on Sept. 7, 1955, was made jointly in San Francisco by Mr. J. D. Zellerbach, President of Crown Zellerbach Corp., and in St. Louis by Mr. Edwin J. Spiegel, President of Gaylord.

In explaining the merger to stockholders, Mr. Zellerbach stressed the greater diversification of product lines which will result from the merger. "Not only will it be possible to broaden the product lines of both companies," he said, "but it will enable the resultant corporation to serve a nation-wide market and thus benefit consumers everywhere."

Both Mr. Spiegel and Mr. Zellerbach emphasized continuity of Gaylord's present management and employees -- in continuing to operate Gaylord's properties and to sell its present and future product lines. As the companies become more completely integrated, full utilization will be made of the forest lands and manufacturing facilities of the two companies since these facilities complement one another and are located in widely separated areas.

Under the terms of the merger, Gaylord stockholders will convert their 2,695,519 shares of common stock into a like number of shares of the common stock of Crown Zellerbach Corp. The number of authorized shares of Crown Zellerbach Corp. common stock will also be increased from 15,000,000 to 30,000,000.

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PAPER SCHOOL SCHEDULE

Tonight, Dec. 1 - Third Year Class will meet in the Mac-Master assembly room: Speaker, C. G. McDonald, Central Engineers, Seattle. Fourth Year Class will meet in CRD auditorium: Speaker, R. R. Smith, District Sales Representative, CZ Corp., Portland.

Tuesday, Dec. 6 - First Year Class: Speaker, F. E. Williams, sulfite mill shift foreman. Class will visit sulfite and kraft bleach plants.

Wednesday, Dec. 7 - Second Year Class: Speakers, finishing room supts. A. A. McKenzie and C. I. Knapp; and J. L. Edwards, specification section head.

THE WASHINGTON STATE EMPLOYMENT SECURITY DEPT. has established a branch in the Chamber of Commerce quarters in the basement of the Crown Zellerbach Inn. The office started operations yesterday (Wed.) and will be open from 9 A.M. to 4 P.M. every Wednesday. Camas-Washougal claimants for unemployment compensation may report weekly at this new office as they continue their claims; but the initial application for benefits must still be made in the regional office at 16th and Broadway in Vancouver.

Local job seekers may make application at the new office each Wednesday, and local employers may register their hiring needs. The project is a new service for this area by members of the Department as they seek to get jobs and job seekers together and save unemployment claimants the necessity of making weekly trips to Vancouver.

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LETTERS FROM THE SAFETY DEPARTMENT are going out to all employees who have pre-existing physical conditions noted on their pre-employment physicals for which medical coverage has not been supplied. According to the new non-industrial medical contract with Columbia Physicians Service, these pre-existing conditions are subject to review if the employee has been covered continuously for 24 months and there has been no treatment for the listed condition. The letter from safety supervisor Jack Robertson informs the employee that he may now take steps toward the possible removal from his record of this exception.

Those employees who receive no letters by January 1 may know that no pre-existing conditions are listed on the records maintained in the First Aid Station. If any of those receiving letters, or those who do not, have questions regarding this new opportunity to clarify records and perhaps have exceptions removed, please see Jack Robertson in the safety office or Mrs. Goff in the insurance department.

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ELLIS NEWKIRK, beaterman, suffered a disabling injury about six o'clock Monday evening. His right leg was broken above the ankle as the result of his slipping and falling while moving a roll of paper. This is the 21st lost-time injury for 1955.

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